



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

December 2, 2005

To: Each Supervisor

From: Michael J. Henry *for*
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of December 1, 2005. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 372 employees at KDMC. Of this number, 193 actions have resulted in discharges or resignations. A total of 44 disciplinary actions have been taken against physicians and 33 physicians have been discharged or resigned.

Since our last report, we have closed eight cases and have opened 14 new cases. As a result, our open caseload is currently 68 (detailed summary information is contained in Attachments I and II).

During this reporting period, two new cases have been opened involving physicians, one involving a physician assistant, and two involving nurses. One of the physician cases involves failure to renew a medical license. The physician in question was immediately removed from duty, without pay. The other physician case involves alleged improper timecard coding. The physician assistant case involves failure to renew medical privileges. The physician assistant was also immediately removed from duty, without pay. One of the nursing cases involves alleged substandard attendance and the other involves alleged substandard performance.

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RECRUITMENTS

Three new hires (one Clinical Nurse Specialist for Psychiatric Emergency Services, one Staff Nurse for the Post-Anesthesia Recovery Unit, and one Nursing Attendant for the Intensive Care Unit) are scheduled to start on December 5, 2005. In addition, two internal promotions (one Nurse Manager/House Supervisor in Nursing Administration and one Senior Student Nurse Worker in Medical/Surgical) have been made effective December 5, 2005.

KDMC's Chief Nursing Officer and the Department of Health Services' Nursing Affairs Director accompanied KDMC Recruiters to the UCLA Graduate School of Nursing on November 29, 2005. The group met with 21 first year students to discuss part-time employment opportunities while the students are in school and career opportunities when they complete the Master of Science in Nursing (MSN) program.

If you have any questions, please call me.

MJH:STS
SBH:amb

Attachments

c: David E. Janssen
Thomas L. Garthwaite, M.D.
Ray Fortner
Violet Varona-Lukens
Antionette Smith Epps
Fred Leaf

H:KDMCSTATUSMEMO -Final 12/02/05

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 12/01/05

Dated: 12/1/2005

Closed Cases -	690
Open Cases -	68
Referred Cases -	14
Grand Total =	772

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	9	2	28	0	23	62
Discharges of Probationers	0	5	5	1	7	18
Suspensions (6 - 30 Days)	3	10	41	4	24	82
Suspensions (1 - 5 Days)	7	7	20	1	13	48
Reprimands	5	1	20	2	13	41
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	19	9	29	6	9	72
Release of Temporary Employee	9	1	25	0	5	40
Medical Release	0	0	0	0	1	1
Subtotal	52	36	169	17	98	372

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary⁴ Corrective Actions	23	8	35	43	26	135
Total Actions Taken	75	44	204	60	124	507

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians, Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF**
Period: 01/26/04 – 12/01/05

Dated: December 1, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal Discipline:</u>				
Discharges	7	2	0	9
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	2	1	0	3
Suspension (1 - 5 Days)	5	2	0	7
Reprimands	4	1	0	5
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	9	0	0	9
Medical Release	0	0	0	0
Subtotal	44	7	1	52

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total of Action Taken	65	8	2	75